

## General Accounting Office

## § 7.2

designed to carry out purposes consistent with those set forth in section 5401(a) of title 5, United States Code, which provides—

### *§ 5401. Purpose*

(a) It is the purpose of this chapter to provide for—

(1) A merit pay system which shall—

(A) Within available funds, recognize and reward quality performance by varying merit pay adjustments;

(B) Use performance appraisals as the basis for determining merit pay adjustments;

(C) Within available funds, provide for training to improve objectivity and fairness in the evaluation of performance; and

(D) Regulate the costs of merit pay by establishing appropriate control techniques; and

(2) A cash award program which shall provide cash awards for superior accomplishment and special service.

### **§ 5.4 Pay administration.**

The provisions of chapter 55 of title 5, U.S. Code and the Office of Personnel Management implementing regulations apply to General Accounting Office employees.

### **§ 5.5 Travel, transportation, and subsistence.**

The provisions of chapter 57 of title 5, U.S. Code and the implementing regulations for the Executive Branch apply to General Accounting Office employees.

### **§ 5.6 Allowances.**

The provisions of chapter 59 of title 5, U.S. Code and the implementing regulations for the Executive Branch apply to General Accounting Office employees.

## **PART 6—ATTENDANCE AND LEAVE**

AUTHORITY: 31 U.S.C. 732.

### **§ 6.1 Applicable law and regulations.**

The provision of subpart E, title 5, United States Code and the Office of Personnel Management implementing regulations regarding "Attendance and Leave" apply to General Accounting Office employees. This includes hours

of work, annual leave, sick leave, and other paid leave.

[45 FR 68378, Oct. 15, 1980, as amended at 47 FR 56979, Dec. 22, 1982]

## **PART 7—PERSONNEL RELATIONS AND SERVICES**

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7.1 Labor management relations.

7.2 Equal employment opportunity.

7.3 Political activities.

7.4 Employment limitations, foreign gifts and decorations, and misconduct.

7.5 Adverse actions: Suspensions for 14 days or less.

7.6 Adverse actions: Removal, suspension for more than 14 days, reduced in grade, reduced in pay or furloughed for 30 days or less.

7.7 Other appeals and grievances.

7.8 Services to employees.

AUTHORITY: 31 U.S.C. 732.

SOURCE: 45 FR 68378, Oct. 15, 1980, unless otherwise noted.

### **§ 7.1 Labor management relations.**

(a) *Policy.* Each employee of GAO has the right, freely and without fear of penalty or reprisal, to form, join, or assist an employee organization, or to refrain from such activity.

(b) *Labor relations program.* A labor relations program consistent with chapter 71 of title 5, United States Code will be developed for the General Accounting Office.

### **§ 7.2 Equal employment opportunity.**

(a) *Policy.* All personnel actions affecting employees or applicants for employment in GAO shall be taken without regard to race, color, religion, age, sex, national origin, political affiliation, marital status or handicapping condition.

(b) *Equal opportunity recruiting program.* GAO shall conduct continuing programs for the recruitment of members of minorities and women for positions in GAO in a manner designed to eliminate underrepresentation of minorities and women in the various categories of employment in GAO. Special efforts will be directed at recruiting in minority communities, in educational institutions, and from other sources from which minorities can be recruited. GAO will conduct a continuing